Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ (and below)

For 4th Quarter 2019 for period ending September 30, 2019

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2019Thru09-30
	2014	2015	2016	2017	2018	2019111ru09-30
Number of Complaints Filed	799	801	840	783	798	717
Number of Complainants	782	775	784	744	776	701
Repeat Filers	15	24	26	21	22	16

Commisints by Posis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Race	352	326	306	337	341	300
Color	170	148	135	147	139	104
Religion	50	31	32	27	28	29
Reprisal	357	360	404	397	395	354
Sex	339	293	271	270	301	252
PDA	2	7	6	3	2	5

National Origin	119	111	99	102	90	80
Equal Pay Act	2	6	9	3	1	4
Age	245	253	272	201	227	198
Disability	222	240	261	254	279	252
Genetics	4	4	4	1	5	4
Non-EEO	14	22	31	22	19	19
			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	81	94	82	56	67	58
Assignment of Duties	67	62	98	70	93	63
Awards	65	19	10	18	12	15
Conversion to Full Time/Perm Status	1	0	1	0	0	0
Disciplinary Action						
Demotion	2	3	5	6	3	6
Reprimand	66	74	59	67	76	56
Suspension	41	32	34	38	39	49
Removal	15	18	38	28	32	25
Duty Hours	17	9	17	15	16	11
Perf. Eval./ Appraisal	29	44	38	42	59	48
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	329	384	375	384	393	368
Sexual	49	38	39	39	49	40

	2014	2015	201	6 2	017	2018	30
Processing Time]	Previou	s Fisca	l Year	Data		2019Thru09-
			Co	mpara	ative D	ata	
Other							
Training		25	22	27	30	23	19
Time and Attendance		27	20	37	37	38	31
Terms/Conditions of Emplo	oyment	72	82	104	86	72	51
Termination		62	51	54	36	63	69
Telework		0	0	8	7	5	1
Sex-Stereotyping		0	0	1	0	3	0
Retirement		2	4	3	1	5	5
Religious Accommodation		0	0	1	1	0	0
Reinstatement		1	1	0	0	2	0
Reasonable Accommodation Disability	on	44	57	68	59	62	54
Directed		24	27	22	24	23	9
Denied		10	9	14	8	10	1
Reassignment							
Promotion/Non-Selection		140	134	146	111	121	110
Pay including overtime		30	25	21	25	19	18
Medical Examination		2	4	6	1	1	3

			Comp	parative 1	Data	
Processing Time		Previous	Fiscal Y	ear Data	1	2019Thru09-
	2014	2015	2016	2017	2018	30
Complaints pending durin	g fiscal ye	ear				
Average number of days in investigation	232.26	201.88	204.34	197.26	211.02	222.03
Average number of days in final action	148.20	188.17	158.77	150.38	37.53	43.63
Complaint pending during	fiscal year	ar where	hearing v	vas reque	sted	

23	89.03	3	208	3.75	204	4.20	202	2.70	217	7.00	227	.46
94	4.08	3	68	.01	82	.43	82	.95	27	.44	31.	.02
fisc	cal y	/ea	ar wl	nere l	hear	ing v	as r	ot re	eques	sted		
22	20.83	3	192	2.29	20	5.22	193	3.42	203	3.34	215	.90
23	35.45	5	253	3.60	19′	7.11	179	9.96	50	.98	64.	23
						Co	mp	arat	ive D	ata		
. by			P	revio	ous	Fisca	l Ye	ar D	ata		2019Tl	1ru09-
		2	014	201	15	2016	20)17	201	18	30	0
ed b	ру	1	114	16	9	135	1	41	92	2	8	8
or to)		66	64	1	134	7	78	143	.86	82.	08
ıpla	ints	s V	Vith	drav	vn b	y Co	mpl	aina	nts			
wn	by		63	91	l	56	6	59	73	3	6.	3
					(Comp	ara	tive	Data	l.		
		1	Prev	ious	Fis	cal Y	ear	Data	ì		2019T	hru09-
2	014		20	15	2	016	20)17	20	18	3	0
#	%	•	#	%	#	%	#	%	#	%	#	%
		e			10		6		10		14	
8			6		10		O		10		14	
8	0		0	0	2	20	1	17	6	60	9	64
	g fise 222 233 l by ed b	94.08 g fiscal y 220.83 235.43 l by ed by or to applaints awn by 2014	220.83 235.45 1 by 2 ed by or to mplaints V wm by 2014	94.08 68 g fiscal year wl 220.83 192 235.45 253 l by P 2014 ed by 114 or to 66 aplaints With twn by 63 Prev 2014 20	94.08 68.01 g fiscal year where 1 220.83 192.29 235.45 253.60 Previous Previous 2014 2015	94.08 68.01 82 g fiscal year where hear 220.83 192.29 206 235.45 253.60 197 2014 2015 ed by	94.08 68.01 82.43 g fiscal year where hearing was 220.83 192.29 206.22 235.45 253.60 197.11 Corrected by 114 169 135 or to 66 64 134 applaints Withdrawn by Corrected by 63 91 56 Compared by 14 2015 2016 Previous Fiscal Y 2014 2015 2016	94.08 68.01 82.43 82 g fiscal year where hearing was respect to the second of the sec	94.08 68.01 82.43 82.95 8 8 8 8 8 8 8 8 8	94.08 68.01 82.43 82.95 27 3 3 4 5 5 2 2 2 2 2 2 2 2 2	94.08 68.01 82.43 82.95 27.44 griscal year where hearing was not requested 220.83 192.29 206.22 193.42 203.34 235.45 253.60 197.11 179.96 50.98	94.08 68.01 82.43 82.95 27.44 31. g fiscal year where hearing was not requested 220.83 192.29 206.22 193.42 203.34 215 235.45 253.60 197.11 179.96 50.98 64. Comparative Data Previous Fiscal Year Data 2014 2015 2016 2017 2018 or to 66 64 134 78 143.86 82. Inplaints Withdrawn by Complainants Swn by 63 91 56 69 73 65 Comparative Data Previous Fiscal Year Data 2019The Comparative Data Previous Fiscal Year Data 2019The Comparative Data 2019The Comparative Data Previous Fiscal Year Data 2019The Comparative Data

Findings of	Comparative Data											
Discrimination Rendered by Basis			Pre	eviou	ıs Fis	scal Y	ear	Data			2019	Γhru09-
Note: Complaints can be	20	014	20	015	20)16	2	017	20	018		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		0		10		6		4		5	
Race	2	50	0	0	2	20	3	50	3	75	2	40
Color	0	0	0	0	0	0	1	17	1	25	0	0
Religion	1	25	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	0	0	7	70	3	50	1	25	2	40
Sex	3	75	0	0	7	70	3	50	2	50	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	3	50	0	0	0	0
Equal Pay Act	0	0	0	0	1	10	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	17	0	0	1	20
Disability	0	0	0	0	2	20	3	50	0	0	2	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		1		1	1	ı		ı		1	1	1
Findings After Hearing	4		0		8		5		4		5	
Race	2	50	0	0	2	25	3	60	3	75	2	40
Color	0	0	0	0	0	0	1	20	1	25	0	0
Religion	1	25	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	0	0	7	88	2	40	1	25	2	40
Sex	3	75	0	0	5	63	3	60	2	50	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings	4	%	0	%	10	%	6	%	4	%	5	%
Rendered by Issue		014		15		016		017		18		30
Findings of Discrimination	Previous Fiscal Year Data									-	Γhru09-	
						Comp	ara	tive D	ata	ı		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	2	100	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		2		1		0		0	
Noil-EEO	0	0	0	U	0	0	U		0	0		U
Non-EEO	$\frac{\mid 0 \mid}{\mid 0 \mid}$	0	0	0	0	0	0	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$		0
Disability Genetics	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	25	$\begin{vmatrix} 2 \\ 0 \end{vmatrix}$	40	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	$\begin{vmatrix} 2 \\ 0 \end{vmatrix}$	40
Age	0	0	0	0	$\begin{vmatrix} 0 \\ 2 \end{vmatrix}$	0	2	20	0	0	2	20
Equal Pay Act	0	0	0	0	1	13	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	3	60	0	0	0	0

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	10	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	20
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											•	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	2	40
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	20
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	17	0	0	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	1	25	0	0	4	40	5	83	1	25	2	40
Sexual	3	75	0	0	3	30	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	10	0	0	1	25	1	20
Promotion/Non-Selection	0	0	0	0	1	10	2	33	0	0	2	40
Reassignment												•
Denied	0	0	0	0	1	10	0	0	0	0	0	0
Directed	0	0	0	0	2	20	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	10	1	17	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	1	10	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	25	1	20
Time and Attendance	0	0	0	0	0	0	0	0	1	25	1	20
Training	0	0	0	0	1	10	0	0	0	0	0	0
Other - User Define								-			-	
Findings After Hearing	4		0		8		5		4		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	13	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	20
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	2	40
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	20
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	20	0	0	1	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	0	0	4	50	4	80	1	25	2	40
Sexual	3	75	0	0	1	13	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	1	13	0	0	1	25	1	20
Promotion/Non-Selection	0	0	0	0	1	13	1	20	0	0	2	40
Reassignment	-							-				
Denied	0	0	0	0	1	13	0	0	0	0	0	0
Directed	0	0	0	0	2	25	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	13	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	1	13	0	0	1	25	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	25	1	20
Time and Attendance	0	0	0	0	0	0	0	0	1	25	1	20
Training	0	0	0	0	1	13	0	0	0	0	0	0
Other - User Define												
Findings Without Hearing	0		0		2		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action	1		I									
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	2	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
			Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status			Previous Fiscal Year Data							2019Thru09		
	<i>j</i> =		201	14	2015	20	16	2017	201	8	30	
Total complaints from previous Fiscal Years			62	9	635	68	32	702	68	1	614	
Total Complainants			57	9	563	61	0	606	603	3	558	
Number complaints pen	ding											
Investigation		27	7	21	24	0	183	61		53		
ROI issued, pending Complainant's action		3		2	C)	0	0		0		
Hearing		45	4	537	60	00	674	633	5	518		
Final Agency Action		15	9	86	7.	4	21	30)	76		
Appeal with EEOC Office of Federal Operations			66	4	188	86	59	994	110	00	1207	
				<u> </u>		C	om	parati	ve Da	ata	<u> </u>	

	Comparative Data								
Complaint Investigations	Pro	evious 1	2019Thru09-						
	2014	2015	2016	2017	2018	30			
Pending Complaints Where Investigations Exceed Required Time Frames	35	41	285	200	60	49			